



**LITTLE ROCK SCHOOL DISTRICT
810 WEST MARKHAM STREET
LITTLE ROCK, ARKANSAS 72201**

**MINUTES
REGULAR BOARD MEETING
December 18, 2014**

The Board of Directors of the Little Rock School District held their regular meeting at 5:30 p.m. on Thursday, December 18, 2014, in the boardroom of the administration building, 810 West Markham Street, Little Rock, Arkansas. President Greg Adams presided.

MEMBERS PRESENT:

Greg Adams
Joy Springer
Jim Ross
Dianne Curry
Leslie Fiskin
C. E. McAdoo
Tara Shephard

MEMBERS ABSENT:

None

ALSO PRESENT:

Dexter Suggs, Superintendent of Schools
Beverly Griffin, Recorder of the Minutes

WELCOME TO GUESTS

Dr. Suggs introduced guests in the audience:

- The Derrick Lewis Foundation
- Omega Psi Phi fraternity
- LR Public Education Foundation

I. CALL TO ORDER / ROLL CALL

Mr. Adams called the meeting to order at 5:34 p.m. All members of the board were present at roll call. The teacher ex-officio, Carletta Burchett from Dodd Elementary School, and the student representative, Rebecca Belizaire, senior and student body president from McClellan High School, were also present.

The student ex officio was asked to read the 2014-15 board goals and the teacher ex officio was asked to read the cultural imperatives.

SUSPENSION OF THE RULES

Mr. McAdoo made a motion to suspend the rules to add the approval of a Board Statement for presentation to the ADE Academic Distress Committee, Ms. Curry seconded the motion, and with no vote it was **approved by consensus**.

Mr. McAdoo then moved that the Board develop a statement for submission to the ADE Academic Distress Committee. The statement would outline the Board's view of the challenges for the district, the processes in place to meet those challenges, and the Board's commitment to responsibly address the challenges for the benefit of students. This statement would be presented to the ADE on January 7th.

Ms. Curry spoke in support of the motion and stated she would like to form another committee to work with achievement in our schools. It was agreed this would be for discussion at the next C & I worksession.

Ms. Springer, Ms. Curry and Mr. Adams agreed to work together to develop a written statement to be submitted to the ADE prior to the 7th. The motion **carried unanimously**.

II. REPORTS/RECOGNITIONS/PUBLIC COMMENTS

A. Citations / Commendations

Dr. Suggs and Pamela Smith introduced members of the Men of Omega Psi Phi Fraternity and the Derrick Lewis Foundation. These organizations work side by side in a partnership which provides back to school supplies and mentoring to LRSD students. They are currently working together to provide bicycles to Washington Elementary School preschool students.

Dr. Lewis addressed the board noting the Omega Psi Phi fraternity had an 18 year partnership with the LRSD which started at Mitchell Elementary school. They now work at Washington Elementary, mentoring and providing role models for young men and women. Dr. Lewis expressed appreciation for Principal Snyder for extending hospitality and trust in their organization as they work with the students at Washington.

The Athlete of the Month, Keith Hayes, was selected for his exceptional performance in the classroom as well as on the basketball court. His coach, Chris Threatt, reported that Keith averages 20 points per game, leading the charge at McClellan. Keith has been accepted to the University of Massachusetts in Boston. Keith spoke briefly accepting the certificate and stating he was honored to receive the recognition.

B. Remarks from Citizens

Jerry McClure, employee in maintenance, yielded his time to Kenny Fisher. Mr. Fisher addressed the board regarding "meet and confer" concerns in Maintenance and Operations. He distributed information concerning overtime and how it is to be paid in the future. He expressed opposition to the decision to pay overtime as part of the regular paychecks on the 1st and 15th. The overtime has previously been paid on a separate monthly supplemental check. He believes this change is in violation of the meet and confer agreement.

Terry Richard thanked Dr. Suggs and Mr. Burton for their work with the transition of Hall High School. He spoke on behalf of LULAC and in support of the newcomers' center at Hall. He noted that many of those connected to Hall High don't know or understand the implications of the reconfiguration. He had attended the community forum at Hall the previous week, and noted that many in the audience were Latinos who are afraid the newcomers' center is going to be removed. He expressed support for the newcomers' center and asked for the services provided to the students to be strengthened. He noted the increasing number of Latinos coming into the system at all grade levels and he expressed appreciation for the involvement of the board. He also asked that the newcomers' center be reflected in the promotional flyers and other information that is distributed during the transition.

C. Donations of Property

Rebecca Belizaire, student ex officio, read the list of recent donations to the district. Ms. Shephard made a motion to accept the donations; Ms. Curry seconded the motion and it **carried unanimously**. The donations are listed in the following chart:

DONATIONS

SCHOOL/DEPARTMENT	ITEM	DONOR
Baseline Elementary School	Donation of refreshments for "Party with the Principal" valued at \$250.00	First Assembly Of God, LR Campus
Brady Elementary School	Donation of \$150.00 cash for Fall Fest	Barron Veterinary Clinic
Brady Elementary School	Donation of \$100.00 cash for Fall Fest	Dr. Maryscott Glasgow
Dunbar Middle School	Donation of \$500.00 cash	Anonymous
Geyer Springs Gifted and Talented Academy	Donation of \$100.00 cash for purchase of uniforms	St. Andrew United Methodist Church of Little Rock
Hall High School	Donation of Frigidaire refrigerator valued at \$613.68	Catherine and Charles Coleman
JA Fair High School	Donation of \$200.00 cash to the Band Program	The Church at Rock Creek
Pulaski Heights Middle School	Donation of \$10801.90 for landscape improvements from Landscape Design and Developments	PTA/PTSA
Romine Elementary School	Donation of \$200.00 for Fall Festival	Calvary Church of the Nazarene
Romine Elementary School	Donation of \$100.00 for Fall Festival	Affirmative Risk Management
Romine Elementary School	Donation of \$200.00 for Fall Festival	Hunter United Methodist Women
Hamilton Learning Academy	Donation of gift card valued at \$50.00	Wal-mart

D. Update: LR Public Education Foundation

President of the Public Education Foundation, Robert Cabe, addressed the board regarding their work in reconstituting the foundation. He introduced their Board members and asked them to stand to represent their enthusiasm and support for the LRSD. He introduced Antoine Phillips, chairman of the Foundation executive committee. Mr. Phillips noted he was a proud McClellan High School graduate who is now practicing law with the Wright Lindsey & Jennings firm.

Mr. Phillips provided a PowerPoint overview which highlighted the foundation's efforts for building community connections to sponsor events, including the annual Academic Signing Day. Since the foundation was established, they have raised over \$2.5 million to support student achievement in the LRSD. They sponsored the Innovative Idea Grants Program, which awarded \$450,000 to 142 teachers across the LRSD. They also partner in the Promise Neighborhood Initiative which established partnerships to support students within the midtown section of Little Rock.

Members of the foundation board will be meeting with LRSD stakeholders to determine which PEF initiatives should continue and be supported by foundation funding. They will include Dr. Suggs, LRSD Board members, LRSD staff, the LREA, the PTA and representatives from the city.

Ms. Curry and Ms. Shephard expressed appreciation for reestablishing the committee and for their time in making the presentation to the Board. Ms. Fiske and Mr. Adams also thanked them for their past support and for their commitment to revitalize the foundation to the benefit of LRSD students.

E. Legal Update

Mr. Heller reported briefly. There was nothing new to report on the litigation front; five cases are pending in court at the present time. None of them are close to trial.

Ms. Shephard asked for his opinion on the question of paying overtime to the maintenance employees. Ms. Curry inquired about an article regarding the Pulaski County facilities issues.

Mr. Heller reported there was a hearing involving the Pulaski County Special School District and the Joshua Intervenors which was for the purpose of resolving the remaining issues where the county isn't unitary. This hearing also involved the implications of the Jacksonville district being removed from the county district.

F. Little Rock PTA Council

No representative present.

G. Little Rock Education Association

Cathy Koehler greeted the board and wished everyone a happy holiday. She commented that the LREA has no authority to hire or evaluate any employees. They also don't have the authority to discipline or recommend anyone for termination. She responded to comments regarding the principals in Springdale being allowed to hire their own staff, and that here the principals inherit the staff present in the building when they are appointed as principal. She noted the exception was during the reconfiguration of Forest Heights and Geyer Springs. In the LRSD, principals must use the process to document and remove ineffective staff. It was her belief that the LRSD doesn't have a contract problem, but an inept administrative process. She stated principals are being directed to take action against employees in violation of policy or law, jumping from step one to step 5 in an effort to circumvent the process.

Ms. Koehler continued to say the LRSD should hire an independent firm to poll employees to see if employees support the academic environment and to determine whether the discipline policy is being followed. She noted comments from the board's worksession where the McClellan principal stated he has buy-in from 60-70% of the staff. She challenged him to explain how he came up with this estimation.

Ms. Koehler continued and was making accusing and derogatory comments about the principal of McClellan. Mr. Adams requested she cease the comments which were personal and demeaning and directed to one individual. During the discussion, Mr. Adams requested the cameras be turned off. There was additional discussion with Dr. Ross and Ms. Springer requesting the cameras be turned back on.

Ms. Fisker told Ms. Koehler that although she was interested in what she had to say, it was not appropriate to call out any individuals by name in a public meeting.

Mr. Heller was asked his opinion, and he agreed the cameras should stay on, but it was the Board's right to impose limitations on the comments made to maintain a level of civility. Public meetings should be public, and if the meetings were normally televised the cameras should remain on. It is up to the Board president to maintain order in the meeting, and that includes enforcing the Board's policies.

Mr. McAdoo agreed saying the speaker doesn't have to name anyone individually. Information can be presented without identifying the individual. Ms. Curry asked for a process where dialogue specific to one individual can take place outside the public meeting.

Mr. Adams commented, saying speakers who come to the podium naming and individual puts the district in jeopardy by not allowing that employee and opportunity to defend themselves or speak on their own behalf. He asked for individuals who sign up to speak to remember this is not the forum for publically maligning anyone. Board meetings are for the purpose of doing the business of the district. We have to protect people's rights to not be publically maligned.

Ms. Koehler closed her remarks by saying the staff at McClellan feels they are demoralized and she asked whether the principal has done what is necessary to create a climate where teachers want to come to work.

IV. REPORTS AND COMMUNICATIONS

A. Remarks from Board Members

Mr. McAdoo wished everyone a happy holiday season, and thanked teachers and district employees for their work. Ms. Curry also wished everyone safe and happy holidays.

Ms. Springer reported she had visited Gibbs Magnet School, and was pleased with her visit. She extended apologies to Baseline Elementary for not being able to attend their program.

Ms. Shephard reported she had attended the holiday program at Dodd. She commended the interim principal, Mr. Carlock, for his efforts at providing immediate feedback on classroom monitoring and observations. Teachers at Dodd commended him for filling in during Ms. Mitchell's absence.

Ms. Fisken commented on the Forest Heights STEM Academy youth entrepreneur showcase. This activity involved students designing a business plan, developing a model, and designing their own currency. The FHSA team made it to the statewide expo to be held on January 16th. She also noted the robotics team at Forest Park elementary school made it to the statewide finals. It's the first time an LRSD team made it to the finals and, competing against middle schools, came in at 14th in the state.

Mr. Adams congratulated Mr. McAdoo on the publication of a book about working together. He had attended the medieval feast at Mabelvale Middle last weekend where the students are raising money for the choir to travel to Carnegie Hall. He commented on the board's efforts to work together as a team and to focus on their common interest in educating children. He said he felt when passions flow over it is his role as president to assist and attempt to keep the board from getting off track.

He again asked that the pictures of board members be removed from the room and replaced with pictures of children. When we are doing our business we should look up and see the faces of the children we are working for. "We have to get past our differences in order to do the best we can for our kids."

SUSPENSION OF THE RULES

Mr. McAdoo made a motion to suspend the rules to consider an item concerning the strategic plan. The motion was seconded by Ms. Curry, and **carried unanimously**.

Dr. Suggs noted the Strategic plan currently in place doesn't expire until 2015, but agreed that it was time to begin development of a new plan. Strategic planning is something that takes time and commitment from all stakeholders.

Mr. McAdoo quoted from a book by Al Sharpton and then made a motion for the board to excuse the superintendent until the LRSD receives a current updates to the strategic plan. Ms. Springer seconded the motion.

Mr. McAdoo spoke to his motion saying something needed to be done about the piecemeal method of presenting information to the board. He felt this avenue would give the superintendent time to develop a strategic plan.

Dr. Ross spoke in opposition to the motion, agreeing that it is time to begin developing a new strategic plan for 2015. The plan currently in place is not effective, but coming up with a new plan will involve meetings with staff, board, and the community.

Ms. Curry also spoke in opposition to the motion, saying the board, the superintendent, and the staff has to be involved in the planning. It is important to look at what we currently have and get back on track in order to see growth in achievement.

Ms. Shephard agreed that the district needs a new Strategic Plan, but she would like to see from the administration, based on the plan, what progress has been made. When a new plan is developed, she would like to see how the 1:1 initiative fits into the plan. How do school reconfigurations fit into the Plan? When we lose the desegregation funding, how will that fit into the plan?

Ms. Springer commented, in looking at the Strategic plan, no progress reports or updates on the implementation have been made for some time. Do we have any follow up reports as to how well we have implemented the plan?

Dr. Suggs agreed that the plan has not been followed. There are things that have not been done, but he didn't recommend having a superintendent write a plan in isolation. Developing a strategic plan has to include a group of stakeholders. The plan must have a vision, but it has to be the vision of the board and the community. He agreed it was his responsibility to facilitate the process, but not his responsibility to develop the plan in isolation.

Ms. Curry suggested the board review the plan every year to "tweak" it to ensure everyone is working to implement the action plans.

Mr. McAdoo asked how the budget fits into the strategic plan as far as the loss of funding from the state. He stated the budget and strategic planning efforts should be coordinated as far as the decisions regarding elimination of staff. He then withdrew his motion and Ms. Curry withdrew the second.

Mr. McAdoo then stated a motion: "in consultation with the board and superintendent, update the current strategic plan for the betterment of the students in the district and begin the process of developing a new strategic plan." Ms. Springer seconded the motion, and it **carried unanimously**.

B. Update: Schools on Academic Distress

Mr. Adams reported to the audience that the board had met for 5 hours last Thursday night gaining information on the progress that is being made toward academic achievement in the schools designated in academic distress.

Dennis Glasgow was present to provide a brief oral report. A comparative review of the feedback reports from the schools on academic distress and comparable schools not on academic distress had been completed. All of the principals received the same professional development sessions.

He also reported on the recent site visit to Springdale to look at how they work with their English Language Learner student population. They visited Jones Elementary, George Elementary, Senora Middle School, George Junior High, Tyson Middle School and Harbor High; all schools with large population of high poverty and English Language Learners. Feedback reports were gathered from the administrators who went on the visit, and information was gathered during the visit to assist in the manner we teach our ELL student population.

Ms. Springer requested a progress update on the curriculum audit. The providers who have responded to the RFP were the American Institute of Research, McKrell Mid-America Region, and Curriculum Management Systems, Inc. Mr. Glasgow responded to questions from the board and agreed to send information from the RFP's to the board in the Friday update. The administration will be recommending Curriculum Audit Management, Inc. in January.

C. LRSD Quarterly Report, Vol. 2, No. 1

At the agenda meeting Dr. Danielle Cummings provided an overview of the quarterly report which was included in the Board's agenda.

Board members requested additional information by grade level, by race & gender, inclusive of all schools in the district, not just the academically distressed schools. They asked Dr. Cummings to attend the December 18th meeting to complete the report.

The follow up meeting on the 18th included discussion and an expression of concerns from the board including administrator absences, use of substitutes in core subject areas, and building level absence information.

Ms. Springer asked how the criteria for review were established. The major factors were identified by administrators and included student attendance, conduct, discipline, and teacher attendance. The administration and Dr. Suggs identified the major factors to be included in the study.

D. Update: Hall High Reconfiguration

Mr. Burton provided an overview of progress in the Hall High Reconfiguration planning. He expressed appreciation for the attendance at the meeting Monday evening, and he recognized Dr. Richard for attending and for assisting in the presentation. He acknowledged the importance of getting information to the audience, especially information surrounding the Hall High newcomers' center. The committee will analyze the programs that are working well at Hall, and will make recommendations based on that study. He noted Dr. Richard is a part of the committee.

E. Discussion: Auditors' Investigation

Information had been provided by Mr. Becker in the previous week's Friday update. The reports were sent again for those who did not recall seeing them. Mr. Becker was present to respond to questions.

F. Update: 1:1 Computer Refund

At the agenda meeting, the board requested information on refunds to parents of insurance fees paid for use of iPads. Board members requested information on the 1:1 initiative from the last school year and asked for an action item to be added to the December meeting agenda.

V. CONSENT ITEMS

There were no objections to the consent agenda, and it was approved.

A. Minutes

Minutes from meetings held on November 13th with continuation on November 19th, and from November 20th were presented for review. They were approved with no objections.

B. Internal Auditors Report

Mr. Becker's report was provided as part of the board's agenda. Approved with no additional comments.

VI. BOARD POLICY AND REGULATIONS REVIEW

A. Second Reading: Board Policy Revision – GBEC Drug Free Workplace

Linda Young was present at the November board meeting to respond to questions regarding the update to policy GBEC. This policy addresses the basic elements of the Drug-Free Schools Act of 1988 and the Drug-Free Schools and Community Act Amendments of 1989. A policy of this nature is required for the district to be eligible to receive federal grant funds. Ms. Shephard made a motion to approve GBEC on second reading. Mr. McAdoo seconded the motion, and it **passed 6-1**, with Dr. Ross voting no.

B. Second Reading: Board Policy Revision IKF General Education Graduation Requirements

Revisions to policy IKF, General Graduation Requirements, were discussed at the agenda meeting and were approved on first reading in November. Ms. Fiskien moved to approve, seconded by Mr. McAdoo. The motion to approve **carried unanimously**.

C. Second Reading: Board Policy Revision – JCA School Choice

Board policy JCA, School Choice, was approved in November on first reading revision. Due to the LRSB being granted unitary status by the courts, and in order to comply with Act 1227, Arkansas Opportunity Public School Choice Act of 2013, the policy was revised and presented for board review. Linda Young was present at the November meeting to respond to questions. There was no additional discussion. Ms. Fiskien moved to approve on second reading. Ms. Shephard seconded the motion and it **carried unanimously**.

D. First Reading: Board Policy Revision: GBECA Drug Testing Policy

The scope of the Drug Testing Policy GBECA was revised to specify that all employees injured on the job are subject to post-accident drug testing where there is a reason to suspect that drugs or alcohol could be a factor. Reasonable suspicion is clearly defined within the policy. Additional revisions clarify steps for the collection procedure and the self-referral option. Ms. Fiskien moved to approve; Ms. Shephard seconded the motion and it **carried 6-1**, with Dr. Ross voting no.

E. Resolution: Proposal on Future Board Travel

Ms. Shephard and Ms. Curry reported they had developed some guidelines, but did not create a full resolution. They had a conversation with Mr. Bailey regarding the budget and expenses, but were not prepared to make a recommendation at this time.

VII. ADMINISTRATION

A. Budget Efficiency Advisory Committee

Dr. Suggs reported and provided a list of the committee members for the board's review and approval. Three teams will review budgeting operations in the areas of facilities, salaries and personnel, and maintenance and operations. Reports to the Board will be based on the observations and findings of the committees. Board members requested a list of the meeting dates once those are established.

The administration requested permission to establish the BEAC. Ms. Fisken moved to approve the creation of the BEAC utilizing the members listed on the attachment and adding one more member from PTA and LREA per committee. There was no immediate second.

After additional discussion, Dr. Ross said he would offer a second if the LREA and the PTA are allowed to serve on the committee of their choosing. He then seconded Ms. Fisken's motion, and it **carried unanimously**.

B. Racially Identifiable Scholarship Update

The LRSD established a post-secondary education scholarship program as a component of the LRSD Covenant for the Future, which was adopted on January 11, 2001. This scholarship is granted to students who attended a LRSD racially identifiable elementary school for a minimum of three years. A racially identifiable elementary school is defined as a school with a ninety percent or greater enrollment of African American students.

The funding for this scholarship program came from a combination of private donations and LRSD funds. The District committed to adding at least \$100,000 annually to the fund either through donations or district funding through the year 2013. The Board is to determine how to use any remaining funds after the scholarships are funded for the class of 2013. As of October 31, 2014, the scholarship has net assets of \$139,464.10.

The Racially Identifiable Scholarship committee recommended the continuous funding of the scholarship until existing funds are depleted, and adding up to \$75,000 during the 2014-2015 school year in order to support all scholarships for the 2015 eligible graduating recipients

Mr. McAdoo recommended approval to increase scholarship amounts to support students for the 2014-15 school year. Ms. Springer seconded the motion and it **carried unanimously**.

C. 1:1 Computer Refund

Discussion at the agenda meeting required this to be returned to the agenda as an action item. Dr. Ross read a statement regarding the financial implications of implementing the usage of computers in the poorer communities. Dr. Ross requested a refund of all payments made by parents for student insurance on computers in the 1:1

program. He believes the collection of money is limiting to some parents, and denies access for some students.

Dr. Ross read a lengthy motion regarding the solicitation of funds for the use of computers by students. A copy of the motion is attached to these minutes. Ms. Springer seconded the motion. There was no vote on the motion.

Dr. Suggs requested additional time to get feedback from the administration before moving forward with this motion. There was discussion regarding the amounts of money that would have to be refunded, and Dr. Ross asked for an agreement that no more money would be collected until the issues are resolved.

Dr. Ross agreed to a modification of the motion and requested the administration provide a response to the concerns included in the motion by the January board meeting. Ms. Springer agreed to the modification with her second. The motion **carried unanimously.**

Mr. McAdoo alleged that the superintendent was not following the directives of the board, and followed with a motion that the superintendent is to follow the directives of the Board. Ms. Springer seconded the motion. There was no vote on the motion.

Ms. Springer moved that any money charged to parents for the computers be refunded immediately. Mr. McAdoo seconded the motion.

Dr. Suggs again recommended waiting for a full report before obligating the District to refund the money. There was additional discussion, with Mr. Bailey responding to questions regarding how the refunds would be processed.

Ms. Fisker asked for clarity from Mr. Heller regarding the payment for insurance on the computers. She also requested information on how other school districts are dealing with this issue. Mr. Adams spoke in support of waiting for a more detailed report before making a decision.

On a call for the vote, the motion **carried 5-2** with Ms. Fisker and Mr. Adams voting no.

The superintendent requested clarity on the intent of the motion, stating that refunding the money to parents who paid for insurance could result in a double payment in some cases. The insurance premiums have already been paid, and there is no way to obtain a refund.

Mr. McAdoo made a motion to defer the previous motion until we get a complete comprehensive report. He asked that the report include as much data along with a rational explanation. Ms. Springer asked for a stipulation that no additional funds would be collected from this time forward. Ms. Springer seconded the motion, and it **carried unanimously.**

Ms. Shephard left the meeting at 10:50 p.m.

VIII. HUMAN RESOURCES

A. Personnel Changes

Ms. Springer requested information on the appointment of principals listed in the agenda. The recommendation was to move interim principals into permanent positions at this time. Ms. Springer expressed the opinion that the positions should be re-advertised and re-interviewed prior to the permanent appointments. Mr. Burton and Mr. Robinson responded to questions regarding the personal recommendations.

Ms. Fisken made a motion to defer action on administrative appointments from interim principal to permanent principal at Henderson and Forest Heights until January business meeting pending legal guidance, with understanding they will continue as interim principals until the board can seek clarification on the requirements to post vacancies for interim to permanent positions. Mr. McAdoo seconded the motion and it **carried unanimously**.

Routine personnel changes were printed in the board's agenda. Ms. Springer had questions regarding positions listed in the personnel agenda. Mr. Burton and Mr. Robinson responded to questions. Ms. Curry moved to approve the changes as submitted. Mr. McAdoo seconded the motion, and it **carried unanimously**.

Ms. Fisken left the meeting at 11:08 p.m.

VII. FINANCE & SUPPORT SERVICES

A. Minority and Women Business Enterprise (MBE/WBE) Monthly Report

The report was printed in the board's agenda. There were no additional questions. Mr.

B. Monthly Financial Statements

Mr. Bailey responded to specific questions from Ms. Springer regarding line item details within the budget.

VIII. CLOSING REMARKS

A. Announcements & Reminders

Ms. Smith announced the presentation of a check yesterday to United Way in the amount of \$58,000, representing contributions made by LRSD employees.

The holiday break begins tomorrow with students returning on January 6th.

Open enrollment will run from January 26th through February 6th.

B. Superintendent's Comments

Dr. Suggs wished the listeners a safe and happy holiday and a happy new year.

C. Discussion: Board Retreat

The Board received proposals for conducting a Board retreat. The Board agreed by consensus to authorize Mr. Adams to move forward with training from the ASBA with Horace Smith facilitating.

D. Executive Session

The executive session on the agenda was postponed for January.

An employee hearing was set for Tuesday, January 13th hearing.

A facilities worksession was set for after the agenda meeting on January 8th.

January 20th will be used for a facilities worksession and a possible worksession for establishing evaluation criteria.

Board members were provided with calendars for February and March so that additional dates for worksessions and hearings can be determined. It is anticipated a retreat will be set for February.

ADJOURNMENT

There being no further business before the Board, the meeting adjourned at 11:33 p.m.

APPROVED: 01-22-15

Originals Signed by:
Greg Adams, President
Jim Ross, Secretary